



## RIC Resource Bank

457/401a Employers

December 2015

**Hello Employers!** RIC appreciates the attention you give to 457/401a program participants. This email briefly highlights RIC program items that may interest you. You may access this and other helpful information on the RIC Employers webpage [here](#).

### PROVIDER



**2016 Providers** The 2016 providers (Horace Mann, MassMutual, VALIC, and Voya) are sending their existing participants information regarding the transition of their current fund line-ups to the new fund offerings for 2016 and beyond. Generally, the letters state that an automatic fund mapping will occur and that no action is required by the participant. The letters will also include the intended date of transfer, a fund mapping chart, instructions for making alternative fund elections if desired, and contact information for participants with questions. Please feel free to ask us to help answer any questions you receive regarding the provider correspondence.

**If Your Plan Offers TIAA-CREF** – TIAA-CREF will not be able to accept funds for payrolls issued for January 2016 and later. Any payrolls issued for December but sent in January may still contain contributions to TIAA-CREF. All contributions to TIAA-CREF for payrolls issued in January and later must stop. Assets currently invested in TIAA-CREF 457/401a accounts may remain or may be transferred to a new provider.

Please remind your employees of this change and provide them with your plan's RIC At-A-Glance to help them select a new provider. Current TIAA-CREF participants, who wish to continue contributions to RIC uninterrupted in January 2016, must establish an account with one of the 2016 providers listed above by December 31, 2015. Participants may select a new provider later, but contributions will not begin until the month after you receive the *RIC Account Form*.



**2016 Contribution Limits – NO CHANGE** – The IRS announced that the maximum 457 annual contribution limits for 2016 will not change. Access additional contribution information [here](#).

Year	Regular	Age 50+	3-Year Catch-Up
2015	\$ 18,000	\$ 24,000	\$ 36,000
2016	\$ 18,000	\$ 24,000	\$ 36,000

**Employer's Responsibility** – It is the employer's responsibility to ensure that the limits are not breached. Please make sure no one is over the limit for 2015. If you have anyone who wishes to use the 3-Year Catch-Up limit, please [contact RIC for the 3-Year Catch-Up Worksheet](#).

**Updated RIC Account Form** – RIC has updated the forms to remove TIAA-CREF. You can access the new form from the employer's [plan details webpage](#). Please remember to fax us a copy of all forms you receive at (515) 281-5102. Changes are effective the month after you receive the form. Encourage employees to take charge of their future by estimating their retirement income benefits using the [IPERS calculators](#).

**Processing W-2s** – The codes for box 12 are G for pretax payroll deductions and employer contributions and EE for Roth contributions. If a participant makes pretax *and* Roth contributions, use box 12a for pretax and box 12b for Roth.



**Employer Asks** – Will the product changes require me to make any changes to my payroll remittance?

**RIC Responds** – If you send your contributions through Common Remitter, you will not need to make any changes. If you upload your files directly to the provider websites, you will be contacted by each provider you remit to with new instructions (primarily plan number changes).

RIC wants to hear from you! Please submit your questions [here](#). We will respond to you directly. If the discussion's subject is beneficial for all employers, we will share the answers in our next RIC Resource Bank.